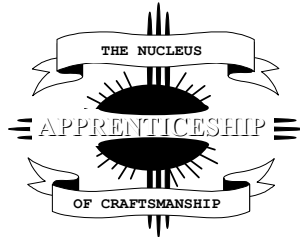




**STANDARDS OF APPRENTICESHIP
adopted by**

**SEATTLE AND VICINITY SPRINKLER FITTERS
APPRENTICESHIP COMMITTEE**

<u>Skilled Occupational Objective(s):</u>	(sponsor) <u>DOT</u>	<u>Term</u>
SPRINKLER FITTER	862.381-018	10,000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

NOVEMBER 2, 1953

Initial Approval

By: LAFRANK NEWELL
Chairman of Council

JANUARY 18, 2002

Addendum Amended

By: PATRICK WOODS
Secretary of Council

JANUARY 18, 2002

Committee Amended

SEATTLE AND VICINITY SPRINKLER FITTERS APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS AND PROBLEMS.

The following Standards for the development of apprentices in the Seattle and Vicinity Sprinkler Fitting Industry have been prepared by representatives of the National Fire Sprinkler Association and the Seattle, Washington Sprinkler Fitters' Local Union #699 of the United Association.

1. **GEOGRAPHICAL AREA COVERED:**

The area covered by these Standards shall be Island, King, Kitsap, Pierce, Skagit, Snohomish and Thurston Counties in the State of Washington.

2. **MINIMUM QUALIFICATIONS:**

Applicants shall meet the following minimum qualifications:

Age:	A minimum of 18 years of age.
Education:	High school graduate (with proof of graduation), or GED equivalent.
Physical:	Must be able to meet the requirements of the trade.
Testing:	None
Other:	Must have a valid driver's license and some mode of transportation to the employer's place of business, apprenticeship classes, and job sites at all times.

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

1. Applications will be available to anyone who is interested. Applications may be obtained at 2800 First Avenue, Room 111, Seattle, Washington; 6770 E. Marginal Way S, Seattle, Washington; and other places designated by the Committee.
2. Applications will be accepted each Tuesday between 10:00 AM and 2:00 PM year round.
3. Completed applications along with the following shall be submitted to the Committee within sixty (60) days from the date the application was issued.
 - a. High school diploma and transcripts or GED test scores.
 - b. Completion of Trade Orientation class.
 - c. Copy of valid driver's license.
 - d. Copy of social security card.
 - e. Copy of birth certificate.

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- f. Copy of military records form DD-214 (if any).
4. If there are any deficiencies, the applicant's record shall be marked "not interviewed" to show he/she did not reach the interview process of selection.
5. Interviews will be held at intervals designated by the Committee. Interviews will be granted to all who meet the basic requirements.
6. Applicants not interviewed because they lack a basic qualification will not be reconsidered until they correct any deficiencies (schooling, etc.) they may have and reapply.
7. Applicants with previous experience or training in the trade may be given an advance rating after a review of the merits of each individual case by the Committee.
8. Interview scores will become the applicants ranking score. The committee will select applicants in descending order of ranking. Selected applicants must complete a substance abuse test as a condition of employment with negative test results. Failure to meet this requirement will result in the applicant having to repeat the application process.

Exceptions:

An individual who signs an authorization card during an organizing effort, whether or not the employer becomes signatory, shall be evaluated by the committee and indentured at the appropriate period of apprenticeship based on previous training.

B. Affirmative Action Plan:

1. Participation in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
2. Disseminate information, within shops or concerns, concerning equal opportunity policies of the program sponsor(s).
3. Grant credit for previous trade experience or trade-related courses for all applicants equally.
4. Utilization of journeymen to assist in the implementation of the sponsor's affirmative action program.

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5. Selection from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and non-minority) or minorities.

4. **TERM OF APPRENTICESHIP:**

The term of apprenticeship shall be 10,000 hours in not less than five (5) years of reasonable continuous employment divided into five (5) equal pay periods of one (1) year duration or one (1) pay period of one (1) year duration and eight (8) pay periods of six (6) months duration, including the probationary period. Any extension or reduction of this period of apprenticeship will be granted by the Apprenticeship Committee only upon adequate proof that an apprentice is entitled to such consideration.

5. **PROBATIONARY PERIOD:**

The probationary period for all apprentices will be 2000 hours (one year) of reasonably continuous employment.

6. **RATIO OF APPRENTICES:**

Employers employing apprentices under the terms and conditions of these Standards of apprenticeship shall be allowed one (1) apprentice to three (3) journeymen, two (2) apprentices to five (5) journeymen, three (3) apprentices to eight (8) journeymen, four (4) apprentices to eleven (11) journeymen, five (5) apprentices to fourteen (14) journeymen where they are steadily employed and a ratio of one (1) to three (3) thereafter. When circumstances warrant, the Apprenticeship Committee may approve the employment and training of additional apprentices over and above this ratio, with a maximum of one (1) apprentice for each journeyman steadily employed. Apprentices shall not be assigned to jobs in excess of the ratio of apprentices to journeymen as set forth in this paragraph.

The employers may maintain up to a two (2) journeyman to one (1) apprentice ratio if apprentices are available.

7. **WAGE PROGRESSION:**

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270(2)(c):

10 periods in 5 years.

1st six-month period 40%
2nd six-month period 42%
3rd six months period 44%
4th six months period 47%
5th six months period 52%
6th six months period 57%

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7th six months period 62%
8th six months period 65%
9th six months period 75%
10th six months period 80%

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8. WORK PROCESSES:

The apprentice shall be given such instruction and experience in all branches of the trade as is necessary to develop a practical and skilled mechanic. The apprentice shall also be given experience on all new equipment, materials and substitutes that may be installed in the shop or on the job during the term of apprenticeship, and also training in safety practices to avoid personal injuries and property damage.

The following are the categories of work experience and minimum-number of hours required:

<u>Sprinkler Fitter:</u>	<u>D.O.T. #862.381-018</u>	<u>Hours</u>
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<u>Overhead piping installations</u>		4000
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- A. Wet pipe system (light, ordinary and extra hazard)
 - 1. Exposed piping
 - 2. Concealed piping
 - 3. Hydrostatic test
- B. Dry pipe system piping (light, ordinary and extra hazard)
 - 1. Exposed piping
 - 2. Concealed piping
 - 3. Air or hydrostatic test
- C. Spray, CO-2 and foam system
- D. Special piping installations
 - 1. Window, cornice and water curtain systems
 - 2. Anti-freeze systems
- E. Standpipe and hose equipment

<u>Control devices, training, alarm installations and drains</u>	3000
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- A. Alarm valves or water flow devices
 - 1. Water meter alarm gongs
 - 2. Electric alarms, circuit openers or closer
- B. Dry pipe valves, exhausters or accelerators
 - 1. Air supplies (manual or automatic
 - 2. Supervisory equipment
 - 3. Water motor alarm -gongs
 - 4. Electric alarm circuit openers or closer
- C. Preaction and deluge valves

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- D. Heat responsive devices, tubing, and conduit
 - 1. Air bulb type
 - 2. Metal expansion type
 - 3. Auxillary device operations

Underground piping1500

- A. Cast iron bell and spigot pipe and fitting installations
 - 1. Post indicator valves
 - 2. Hydrants
 - 3. Valve pit connections, hydrant houses and equipment
 - 4. Hydrostatic test and flushing
- B. Special types of underground typing
 - 1. Universal or mechanical joint pipe
 - 2. Transite or other special type pipe

Water supplies.....800

- A. City connections
 - 1. Wet connections under pressure
 - 2. Dry cut-ins
- B. Tank connections
 - 1. Gravity tanks (discharge, fill, heating and overflow)
 - 2. Pressure tanks (discharge, fill and air)
- C. Fire pumps-manual or automatic
 - 1. Suction and discharge
 - 2. By-pass
 - 3. Hose connections and relief
- D. Fire Department siamese connections

Care and maintenance of sprinkler systems.....500

- A. Repair work on overhead or underground piping
 - 1. piping and valves
 - 2. Devices and alarms
 - 3. Flushing
- B. Insurance inspection and reports
- C. Owner's instruction on care and maintenance

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Miscellaneous200

- A. Scaffolds and ladders
 - 1. Construction and use
 - 2. Safe operating practices
- B. Care and use of tools
- C. Receiving, distributing and shipping of material

TOTAL HOURS: 10,000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED
IN THESE STANDARDS

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subject related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - () Approved training seminars
 - () A combination of home study and approved correspondence courses
 - () Technical College
 - (X) Community College
 - () Training trust
 - (X) Other (specify) classroom and shop instruction
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures).

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. During the entire term of apprenticeship, the apprentice shall be under the jurisdiction and control of the Apprenticeship Committee, and the Committee shall have the authority to protect the apprentice's welfare and also to instruct, direct, and discipline at all times. Each employer who employs apprentices in accordance with these standards with the advice and assistance of the Apprenticeship Committee shall be responsible for the apprentice's work experience on-the-job and the recording of same on their record form adopted for this purpose. It shall be the apprentice's duty to see that this form is complete in every detail and forwarded to the Apprenticeship Committee at the proper time for their information and record.
- B. Hiring of Apprentices: Employers being entitled to and desiring application for said apprentice to the Apprentice employer, however, shall have the option to accept or reject, for just cause, any and all apprentices offered said Committee.

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The employer shall agree that the apprentice will be worked under such conditions as will result in normal advancement, will have the apprentice attend classes, and do the requisite amount of study as prescribed by the Apprenticeship Committee. The employer shall also agree that the apprentice will not be employed in a manner that may be considered as unfair to either party to these Standards.

- C. Obligation of Apprentices: The applicant, before assignment to employer, will copy the following obligation in their own handwriting and file it with the Apprenticeship Committee.

"I", the undersigned, have made application to be enrolled as an apprentice with the Apprenticeship Committee, and having read the rules formulated by said Committee providing for the training of apprentices, and understanding same and all conditions therein contained, do hereby agree to serve such time and perform such training and study such subjects as the Committee may deem necessary.

- D. Continuity of Employment: When an apprentice is temporarily laid off because of business conditions, the apprentice shall be reinstated before any additional apprentices are employed.

An apprentice suspended for any reason, when reinstated shall complete the work setup in their training schedule before the work of the next period may be started.

- E. When an employer discharges an apprentice, he/she shall immediately notify the Apprenticeship Committee, in writing, giving the name of the apprentice and the reason for said discharge. Disposition of such apprentice shall be made by the Apprenticeship Committee within thirty (30) days of receipt of notice of discharge.
- F. Where it is found impossible for one employer to provide the diversity of experience necessary to give the apprentice all-round training in the trade, the Apprenticeship Committee may transfer the apprentice temporarily or permanently to another employer, in which case the employer to whom the apprentice is assigned will assume all obligations of the original employer, but in no case shall an apprentice be transferred to a shop where there is a labor dispute.
- G. The Apprenticeship Committee recommends that the courses for the apprentices be limited to those who are actually apprentices to the trade in accordance with these Standards.
- H. Text books and materials shall be signed for by the apprentice and the apprentice shall be responsible for said equipment and materials. If not returned, the full price of the equipment and/or material shall be billed to the apprentice.

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- I. Periodic testing procedures for each apprentice shall be given by the Apprenticeship Committee (or instructor) to determine rate of progress and the apprentice is to maintain a passing grade on these tests.
- J. Absentee Policy - It is the intent of this committee to ensure quality training for each apprentice. Full attendance at related training classes is therefore expected. The following provisions address issues consequent to missed classes.
 - 1. An apprentice will be allowed one (1) class or four (4) hours absence from related school training per school year.
 - 2. Two additional absences, two (2) classes or eight (8) hours in any one school year will be cause for an apprentice to be called before the committee for disciplinary action, disciplinary action may include delay of wage advancement, cancellation from the program or other action the committee deems appropriate.
 - 3. All absences described above will be made up during a make-up class within the same school year.
 - 4. It will be the employers responsibility to ensure that apprentices are allotted the required time to attend related training classes, apprentices will not miss related training classes due to conflict with work, unless prior approval is received from the coordinator.
- K. Satisfactory progress must be maintained in related training classes.
- L. The apprentice may be brought before the committee for disciplinary action due to attendance, failure to attend a scheduled make-up class, punctuality, work habits, mechanical ability, attitude relating to the job or classroom and failure to pass any drub test. Disciplinary action may include delay of wage advancement, cancellation from the program, or other action the committee deems appropriate.
- M. The apprentice will have a valid Washington State drivers license at all times.

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11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Employer Representatives Shall Be:

Jeff Bennett, Chairman
McKinstry Company Inc.
PO Box 24567
Seattle, WA 98124

Brandy Smith
Smith Fire Systems, Inc.
1106 - 54th Avenue East
Tacoma, WA 98424

David Kern
COSCO Fire Protection Co., Inc.
10910 117th Place NE
Kirkland, WA 98033

Keith Hillstrom
Trinity Fire Protection Co., Inc.
11021 Cramer Rd., KPN
Gig Harbor, WA 98335

The Employee Representatives Shall Be:

Barton C. Scherck, Secretary-
Coordinator
Local 699 Sprinkler Fitters &
Apprentices
2800 - 1st Avenue Room 111
Seattle, WA 98121

Stanton Bonnell
Local 699 Sprinkler Fitters &
Apprentices
2800 - 1st Avenue Room 111
Seattle, WA 98121

Michael Dahl
Local 699 Sprinkler Fitters &
Apprentices
2800 - 1st Avenue Room 111
Seattle, WA 98121

Scott E. Peterson
Local 699 Sprinkler Fitters &
Apprentices
2800 - 1st Avenue Room 111
Seattle, WA 98121

12. SUBCOMMITTEE: (None)

13. TRAINING DIRECTOR/COORDINATOR:

Barton C. Scherck, Coordinator
Local 699 Sprinkler Fitters &
Apprentices
2800 - 1st Avenue Room 111
Seattle, WA 98121

John Brooks, Training Director
Sprinkler Fitters Training Facility
6770 East Marginal Way South Rm. C112
Seattle, WA 98108